A STUDY OF WORK LIFE BALANCE OF FEMALE PROFESSIONALS IN SELECTED PRIVATE AND GOVERNMENT UNIVERSITIES: A COMPARATIVE STUDY.

A Synopsis

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SUPERVISED BY

DR.MINI ARRAWATIA

SUBMITTED BY

SWETA TANWAR

Jayoti Vidyapeeth Women's University

Jaipur (Rajasthan), India

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INTRODUCTION

The term work life balance (Work Life Balance) was coined in 1986 in response to the growing concerns by individuals and organizations alike that work can impinge upon the quality of family life and vice-versa, thus giving rise to the concepts of "family- work conflict" (FWC) and "work-family conflict" (WFC). The former is also referred to as work interferes with family" (WIF) while the latter is also known as "family interferes with work"(FIW). In other words, from the scarcity or zero-sum perspective, time devoted to work is construed as time taken away from one's family life.

WORK: Work mean the professional life at work place, the responsibly which are to be performed by working in an organization.Employees identify, to some extent, with the organization, as part of a collective group. Organizational values, norms and interests become incorporated in the self-concept as employees increase their identification with the organization. Employee interactions with the organization, through other employees, management, customers, or others, reinforces (or resists) the employee identification with the organization.

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LIFE : life mean your personal life with your family ,friends and society ,in personal life employees identify with their outside responsibilities , or their "true self". Examples of these could include: parental/caretaker roles, identifications with certain groups, religious affiliations, align with certain values and morals, mass media etc. the employee must manage their "true self identification. In other words, identity is "fragmented and constructed" through a number of interactions within and outside of the organization; employees do not have just one self.

BALANCE : balance their personal and professional lives. balance encourages employees to divide their time on the basis on priorities and maintain a balance by devoting time to family, health, vacations etc along with making a career, business travel etc. it helps to motivate the employees and increases their loyalty towards the company. Work and personal life enhancement is needed to maintain a proper work life balance in work and family.

Some of the important definitions are:

(1) **Kofodimos** has defined it as 'a satisfying, healthy and productive life that includes work, play and love, that integrates a range of life activities with attention to self and to personal and spiritual development, and that expresses a person's unique wishes, interests, and values' (Valk & Srinivasan, 2011, p. 40).

(2) **Kirchmeyer** has viewed Work-Life Balance as 'achieving satisfying experiences in all life domains, and to do so require personal resources such as energy, time, and commitment to be well distributed across domains' (Greenhaus et al., 2003, p. 512).

(3**) Clark** views work life balance as 'satisfaction and good functioning at work and at home with a minimum of role conflict' (Greenhaus et al., 2003, p. 512).

(4) 'Work life balance is the term used to describe the organizational initiatives aimed at enhancing employee experience of work and non-work domains' (Darcy et al., 2012, p. 112).

(5) 'Work life balance is experienced when demands from the domain of work are compatible with demands from other domains, e.g. family' (**Pichler, 2008**, p. 3). These definitions share number of common elements for example; all highlights the balance between work and non-work domains and equality of inputs and outcomes.

Work-Life Balance is the relationship between time and space of work & non-work in societies where income is predominantly generated and distributed through labor markets. Work-Life Balance is being aware of different demands on time and energy saving the ability to make choices in the allocation of time and energy knowing what values to apply.

Work life balance is the symmetry that an individual needs to maintain between their personal and professional life. The balancing of time between work and other aspect of life. Work and life are all in all assimilated. Life activities like public participation, child care, and elderly parent happened collectively with the work.it mean effective management of responsibility and duties at work, home and other aspect of life.

Due to rise in globalization and increase in economic growth India has seen various changes in its work force .There is an increase in the women in the work force as now there is so much completion and employment opportunity where both male and female work because of necessities and desire earn augment income to fulfil their needs. The organization is to create a environment where the employee can balance their personal and professional life efficiently.

Work life balance in education sector

Higher education not only give employment opportunity and growth in GDP but also contribute to cultural and social change . earlier indian women believed to only be fit for home caring and domestic work are now socially accepted for employment in education ,nursing banking and other corporate sector. With an increase in inter and intra completion in organization in education sector especially in private education institute owing a dynamic atmosphere as their are various factor like placement ,counselling, work load, administration, work pressure, job insecurities and other work related activities which affect the work life balance of professionals in education sector. All these factor negatively impact the work and life if not balanced properly. It may affect their health, productivity and will cause absenteeism and other work related issue.

A magnificent change is happing all over the world in education sector that can be noticed in the form of competition among college and universities to out shine and attain higher rank in accreditation process. This has become the regular phenomenon that used in college and university that make it difficult to balance their work and life symentanously especiaaly women faculty and professionals that are work hander .

The success of any other institute depend upon the proper management of academics, placement and administration activities. Faculties and professional are very important human resource of an education organization for maintenance of such activities.

What is good work life balance?

In India with the changing social culture environment and education opportunity women has started to recognise their inherent ability Another important aspect of this study is as this profession have more female professional in any other profession. There are various dynamic that affect the work life balance of female professionals like marital status, job security,

financial support, work load, work life balance policy. A good work life balance can only be possible where there is a conducive environment at both work and home.

FACOR AFFECTING WORK LIFE BALNCE OF FEMALE PROFSSIONALS

Various factors that affect the work life balance of female employees in education sector are discussed below

1) **Work Life Balance Policy:** policy is the rule and regulation which everyone has to follow in an organization, education sector give work life balance policy that help to facilitate the family life and simultaneously work life also. This factor can positively or negatively impact the working life of women. As more employee friendly the policy the more satisfaction and work life balance can be maintained and vice versa.

2) **Organization Support:** organization support play a major job satisfaction of any employees. It consists of assistant for employees for dealing with work life and family life related issues. Also help in balancing personal and professional life by giving them support in emergency situations.

3) **Work load:** work load in education sectors refers to the number of lectures or class taught by the academicians and number of active lecture delivering hours. So more the subjects there will be more lectures hours and it will keep them more engaged in their course work and that will keep them away with the family and vice versa.

4) **Financial support:** now education sector also give good fringes benefits to their employees like as incentive based on the working hours, festival bonuses, timely increments and growth opportunities. That helps the women employees to boost their career.

5) **Marital status:** work life balance is also affected by women marital status. If the working female professional is married that she will be dealing with more responsibly of family and kids and side by side also have to manage the academics work like preparing lectures and also dealing with family related issues. A single unmarried woman has also deal with work life balance issues but less as compare to married working female professionals.

6) **Experience :** female professionals with less experience has low exposure of education industry find it harder to maintain work life balance . They were also affected by high role overload and inter role distance stress in comparison to their counterpart, as household chores add an extra stress on women.

STATEMENT OF PROBLEM

As a consequences of industrialization and globalization there is an economic growth in India .as India now connected and competing with rest of the world. Due to this there is development in all the sector in the economy and education sector impacted too. Employment point of view due to increasing economic condition it has become obligatory for both wife and husband to work and to enjoy and maintain their comfortable life too.

In this rapid mounting competitive world education institution need to give amiable work atmosphere, where women staff will be able to balance their personal and professional life. When management spreads favourable work life environment, female faculty can be prolific and give their best to their education institute. Therefore education institute are working out of scheme which not only attract but to retain them. It highlights the attitude, value and belief of women regarding their age to work in balancing their work and personal life. When female professional achieve successful work life balance hey have more job balance and become highly productive and dedicate to their work and succeed their career.

But in selected cases female professional unable to well owing to inability to balance their work and family life . Unable to set priority, quit their job for monotonous reason like taking care of kids, elderly parents and other family and communal pressure. As result education institute loses their efficient and dedicated employees which not only hamper the growth of education institute but also prejudice the education of students.

RESEARCH GAP

It is found that in past ,various studies have been carried out from the evaluation of the existing literature. These studies explore various outlook of work life balance but very few comprehensive study could be found on which provide detailed information on the comparative study of work life balance in government and private university. From the discussion inclusive and in depth study regarding these universities is the dire need. The female professional in the education institute form a important part of these universities the association of the condition of work life in both private and government universities will be an eye opener for both the universities which will help them enhance the working ambiance of their faculty and professional. Education sector offer tremendous job opportunity especially of female professionals in various working avenue. But the work culture and current economic condition obstruct the work life balance which make it difficult for female professionals to balance

OBJECTIVE OF THE STUDY

- To analyze the impact of work-life balance on female professional in private and government universities.
- To study the current policies adopted by the organizations to facilitate work life balance of female professionals.
- To identify the determinants of Work Life Balance for female professionals.
- To recommend and suggest ways to improve work life balance.
- To explore the statutory measures towards work life balance.

REVIEW OF LITRATURE

• Anshu Thakur, Vishal Geete (2014) in the paper titled in the paper titled "A Study on Work-Life balance of Female Employees in Education Sector" which aimed to study the challenge for the working women's to make equilibrium between the professional life and the personal life. Women are playing double role in their life but up to what extent they were able to handle and mange their double responsibilities become important. Even though they are handling both the responsibilities they are not satisfied with the office support in managing their domestic problems. Due to that their domestic problems affects their professional work and vise- versa. Although the reason for such lopsidedness may be due the the age group which they belong majority of them are between 25-35, their salary, experience and qualification

• Kawaljit Kaur1, Dhiraj Sharma2 in the paper titled "A Comparative Study of QWL among University Teachers" showcased the comparative study of private and public universities to analyze what factors affect quality of work life of faculty members working in public and private universities in Punjab. They have discussed that here are few factors, which create aversion among employees in both public and private university. These are; too much workload, conduct of top management, long travelling hours and internal politics. A comparative study states that the factors emerging from both university teachers are similar in constitution but private university teachers feel more work pressure others than teaching and critical factors as well as they feel that there are more professional growth opportunities in Private Sector University.

• AdeebaIrfan*& Dr. FezaTabassumAzmi in their paper titled "Work Life Balance among Teachers: An Empirical Study" has concludes in their study that the complex

relationship work and personal life of teachers as they have to manage both family and work together. The study shows if an organization provide a proper work life balance it can benefit both organization and professional as there will be low absenteeism, increased productivity and retain talent. As policies and procedure vary from institute to institute as more friendly policies the more productive the employees will be. the main objective of the study is to find out the major determinant that affect the work life balance of both male and female employees like ,age, marital status ,occupation of spouse and number of dependant in family. The analysis of the study concludes that their no major difference found between male and female professionals regarding work life balance. No gender was found major defecating factor. But this study shows the significant relation among teachers and higher authority for maintaining proper work life balance. This study suggests that there should more interaction between among higher authority and teaches to enhance to understand the work life balance problems and take initiative.

- Ali raza memon , Dr.Aisha Bashir Shah, Dr.Faiz Muhammad Shaikh in their paper titled Work life balance of working women in education sector has focused on work life balance of female teacher in education sector with special reference to working female in District Naushahro Feroze and MirpurKhas and covered private and government school ,universities campus and college. The study aimed at what are the factors and their relation between dependent and independent variable in work life balance of working women like as work family conflict ,physiological distress, work satisfaction, family satisfaction ,family responsibility ,career building. The study is based on the quantitative research and data is collected through survey with a sample of100 from each district. After the hypothesis testing the research are concluded work life balance has positively significant to work satisfaction and family satisfaction as work pressure is increasing day by day and the major problem occur because of married women and the long working hour ,organization policies and family support. This suggests that organization policies should be employee friendly which will enhance the employee satisfaction in both work and family.

- Aditi aeran and Ravindra kumar in the paper titled ‘Impact on life of women employees in education sector’ identified the major factor that influence the working and family life of females in education sector. It also showcased the effect of technology and family supports how it influences the work life balance on women employees in education sector. It main focus is to high light the the attitude and belief of women in balancing the work life and family life side by side. The data collected is of 100 women employees from private institute of Meerut from engineering and management department. Survey method adopted through personal interview, mailing questionnaire to provide the detail look of challenges in balancing the work life balance and their managing strategy. The relationship between organization support and job satisfaction played a major role in life of working women as organization supportive policy have positive impact on working role performing and creating balance. The paper concluded that as education sector offer great opportunity but come with a higher responsibility work pressure, never ending academic work, course

completion and applying for grants. Work life and personal life goes side by side. Employee friendly policy by organization with family support and technology can help the female professors to balance both the work and family life also giving the job satisfaction and career boost.

RESEARCH METHODOLOGY

To study the problem discussion and description of the participant elected for study. For the in depth knowledge a systematic and formal study will be conducted to scrutinize and evaluate the fact and the data. The main focus of research methodology to give work plan for the research. Research methodology help to find out solution of the problem and the way to approach the problem and accomplish the objective of the research.

GEOGRAPHICAL AREA COVERED

The study will cover private and government university in Jaipur Rajasthan. For being specific with the research the private university will be jaiyoty veedhapeeth women university and for government rajasthan university will be taken into consideration. Hereby the challenges faced by the women in both private and public can be analyzed with the collected data**.**

Area of Study

Sample Size: The population for the study will include all the female professionals in both private and public university in both teaching and non-teaching filed. The sample size will be around 400 female professional from the university. 200 sample will taken from Jayoti Vidhyapeeth Women University and 200 sample will be taken from University Of Rajasthan .The random sampling will be used for the study

Research Design: the present study in conclusive, descriptive and analytical in nature hence focuses procurement on in-depth knowledge to analyze and to evaluate the collected data. Science the data will be collected from large sources various technique will be used while gathering the primary data. For this study well designed questionnaire will be use to measure the impact of work life balance on female professional in both private and government university. The responses will be analyzed with quantitative methods by assigning numerical value. Each respondent will be asked to answer 20 questions. The secondary data the data which already have been collected from various sources .For this study the data will be collected through websites ,articles, journals regarding the policies adopted by the universities and will pass through analytical or statistical process to test the hypothesis**.**

Analysis Tools: On the basis of data collected and for the sample size statical tool will be used like:-

ANOVA

- Chi-square test
- Colleration
- Bar diagram
- Chart

DATA COLLECTION

Primary data: The first hand information will be collected through face to face interview ,telephonic ,mail and questionnaire method.

Secondary data: the second hand data will be collected through different sources which are as follows:-

- Magazines
- Journals
- Articles
- Books
- News papers
- Online sources
- Publish and unpublished sources.

HYPOTHESIS

H01: No relation between work life balance and organization policies.

H11: Relation between work life balance and organization policies.

H02: Impact of work life balance in both private and government universities is similar.

H12: Impact of work life balance in both private and government universities is different

CONCLUTION

Women form a major part of the workforce. However as per the current scenario the large percentage of well qualified women quit their job due to various circumstances that need to be addressed. They face several problem but the most significant one that break their carrier is motherhood and family responsibility.

Achieving a balance between a work and family commitment is a growing concern these days especially for female professionals. As women have dual goals to achieve as she want to excel in her carrier and also want a happy family and social life side by side. To to make an equilibrium between the two is difficult task which can only be possible if the organization support.

The aim of this research is to provide a context for work-life balance issues and to undertake a exploration of work-life balance culture in education sector in both private university and government university . It further aims to make recommendations based on findings and develop a working model for managing work life balance issue in education sector .

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